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6 September 1955

TO: Director of Central Intelligence

THROUGH: Deputy Director (Support)

SUBJECT: Expansion of the Junior Officer Training Program

REFERENCE: Staff Study to DCI from DEN, dtd 30 Aug 55, Subject, "Staffing of Future Intelligence Officer Position Vacancies in DD/I and DD/P"

1. PURPOSE:

- a. To determine how the Junior Officer Training Program can effectively meet the anticipated requirements of the Agency while operating within existing personnel ceiling limitations.
- b. To determine how the Junior Officer Training Program may be expanded in order that the position vacancies created by attrition within the intelligence officer and professional categories may be staffed by properly trained individuals.

2. ASSUMPTIONS:

- a. It was the consensus of the Deputy Director of Central Intelligence; Chief of Operations, DD/P; Acting Deputy Director (Intelligence); Acting Deputy Director (Support); and the Inspector General that the principles set forth in the referenced staff study are approved. The principles specifically referred to are:
  - (1) That the Junior Officer Training Program should be continued.
  - (2) That the program should be expanded to the extent necessary to

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5. CONCLUSIONS:

- a. The Junior Officer Training Program should be expanded in order to develop the capacity for prompt staffing of certain categories of positions within CIA as attrition in these categories occurs.
- b. It would be impossible for the Junior Officer Training Program to immediately expand its capacity in order to accomplish the proposal stated above.
- c. The method adopted for the expansion of the capacity of the Junior Officer Training Program should not penalize the capacity of other Agency components.
- d. Either of the proposed methods described in paragraphs 4 d and e above could effectively expand the Junior Officer Training Program within existing Agency personnel ceiling limitations.

6. RECOMMENDATIONS:

- a. That the Director of Training be authorized to recruit and enter on duty candidates for the Junior Officer Training Program within a flexible personnel ceiling established on the basis of Agency requirements as reflected by the attrition of its professional employees.
- b. That one of the plans described in paragraph 4 above be approved in principle with the understanding that the details of implementing the plan will be worked out by the Office of Training in coordination with the Management Staff, DD/S, and the Office of Personnel.

MATTHEW BAIRD  
Director of Training

ANNEX:  
Tab A

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**TAB A**

### Chart I

### Program Statistics

	<u>Inductions</u>	<u>Resignations</u>	<u>Attrition</u> (% of Inductions)
FY 1952	63	0	0
FY 1953	55	6	11.6
FY 1954	51	15	29.4
FY 1955	50	23	46
*FY 1956	<u>12</u>	<u>5</u>	<u>41.6</u>
TOTAL	231	49	% of total - <u>21.2</u>

\* 1 September 1955

## Chart II

### Reasons for Resignation

### Resignations Requested:

19

Security	5
Medical	7
Unsatisfactory Performance	5

**Voluntary Resignations:**

30

Continue education	8
Private industry	8
Dissatisfied with Agency	6
Military and other agencies	3
Personal (marrriage, etc.)	5

**TOTAL**

49

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